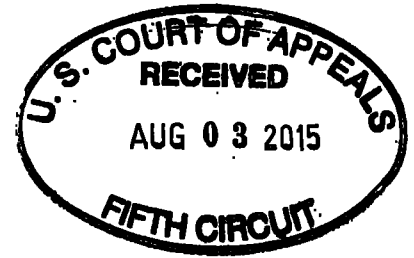


UNITED STATES COURT OF APPEALS
FOR THE FIFTH CIRCUIT



NATIONAL LABOR RELATIONS BOARD

Petitioner

v.

LEON JAMES, DDS D/B/A SERENITY DENTAL SPA, P.A.

Respondent

:
:
:
: No.
:
: Board Nos.
: 16-CA-123727
: 16-CA-127480
:

JUDGMENT ENFORCING AN ORDER OF THE
NATIONAL LABOR RELATIONS BOARD

Before:

This cause was submitted upon the application of the National Labor Relations Board for summary entry of a judgment against Respondent, Leon James, DDS d/b/a Serenity Dental Spa, P.A. , its officers, agents, successors, and assigns, enforcing its order dated June 12, 2015, in Case Nos. 16-CA-123727 and 16-CA-127480, and the Court having considered the same, it is hereby

ORDERED AND ADJUDGED by the Court that the Respondent, Leon James, DDS d/b/a Serenity Dental Spa, P.A. , its officers, agents, successors, and assigns, shall abide by said order (See attached Order and Appendix).

ENTERED BY ORDER OF THE COURT

Clerk

NATIONAL LABOR RELATIONS BOARD

v.

LEON JAMES, DDS D/B/A SERENITY DENTAL SPA, P.A.

ORDER

Leon James, DDS d/b/a Serenity Dental Spa, P.A., Arlington and Duncanville, Texas, its officers, agents, successors, and assigns, shall take the following affirmative action necessary to effectuate the policies of the Act.

1. Remit \$19,000, plus interest in the manner set forth in the remedy section of this decision, to Region 16 of the National Labor Relations Board to be disbursed to Adeyinka Anyaegbu, in accordance with the terms of the settlement agreement approved by the Regional Director on September 17, 2014.
2. Remove from its files any reference to the unlawful discharge of Anyaegbu and notify Anyaegbu in writing that this has been done and that the discharge will not be used against her in any way.
3. File a report with the Social Security Administration allocating the backpay award to the appropriate calendar quarters.
4. Rescind its rule that prohibits employees from discussing salaries and wages and rule that prohibits employees from discussing controversial subjects such as working conditions, performance evaluations, unions, discipline, and management.
5. Email a copy of the signed notice to all of its employees who have worked at the Arlington and Duncanville, Texas facilities since February 10, 2014.
6. Within 21 days after service by the Region, file with the Regional Director for Region 16 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.